



THE STINGER

180TH FIGHTER WING, OHIO AIR NATIONAL GUARD, TOLEDO, OH

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Commander's Comments

Retention: People are our best assets

**By Chief Master Sgt. Charles Aliff
180th FW Command Chief**

Our commander, Col. Mark Bartman, has challenged all of us to meet the Adjutant General's goal of increasing our personnel end strength to 110 percent of the authorized number of personnel at the 180th Fighter Wing. Although we are currently at more than 107 percent strength, it will take everyone's involvement to both accomplish and sustain this important goal.

Recruiting and retention are two prominent factors in determining end strength. Many resources have been devoted to recruitment such as signing bonuses, 100 percent paid state college tuition and programs like the Guard Recruiting Assistance Program where Airmen may receive up to \$2,000 for each new member recruited into the ANG. While we are recruiting at unprecedented levels, we continue to lose highly trained first and second-term Airmen.

Not surprisingly, our retention rate exceeds 90 percent. This is a very good rate, but it can be better. And we must improve our retention rate if we ever expect to achieve our goal of 110 percent staffing. We have a great organization comprised of excellent people, equipment and facilities, and we have an important mission.

So how do we increase an already high retention rate? We do this simply by utilizing the many existing programs that have proven to work in retaining high quality per-



**Chief Master Sgt. Charles Aliff
180th FW Command Chief**

sonnel.

In reviewing exit surveys of those first and second term Airmen that have separated from the unit, I've come to realize what is important to many Airmen when it comes time to reenlist. Most airmen desire promotional opportunities, meaningful work in their primary career field, education and training, recognition and feedback.

An effective Unit Career Advisor program can inform Airmen of the many outstanding benefits and career opportunities that are available in the ANG. Sometimes just knowing what is available in terms of benefits or promotional opportunities can make a difference in deciding to reenlist.

A comprehensive and well man-

aged annual training plan can provide Airmen with valuable and interesting training. This can lead to completion of upgrade skill level training and professional military education deemed so very important to career advancement and mission accomplishment.

A sound force management plan shared with all Airmen within the organization can provide personnel with knowledge of future opportunities, realistic goal setting and preparation for advancement to leadership positions.

Recognition and annual performance feedback can make a real difference in Airmen satisfaction in the work center. Highly motivated airmen desire to be recognized for outstanding accomplishment or sacrifice. Meaningful and objective feedback can inform an Airman of strengths and/or areas where improvement can be made. Most servicemembers want to do a good job and most will if their efforts are recognized.

Finally, proper utilization of Airmen in the chosen career field is very important. Airmen want to do the job that they enlisted in the military for and not have their time wasted doing menial tasks that have nothing to do with their career field.

Retention of high quality Airmen is the surest way of meeting our commander's goals and mission accomplishment today, tomorrow and well into the future.



Front Cover

Construction of the 180th Fighter Wing's solar electric generation plant is well underway with its' first phase scheduled for completion in the near future. The objective of the Department of Defense for such alternative energy sites is to demonstrate the usefulness of renewable energy sources, to reduce our dependence on fossil fuel and reduce harmful emissions generated by burning fossil fuels. The Honorable Congresswoman Marcy Kaptur, from Ohio's Ninth Congressional District, was instrumental in bringing the Alternative Energy site to the 180th and secured the necessary funding for the development of the solar electric generation plant. **Photo by Senior Airman Jodi Joice.**

E-TOOLS: The first and the future

By 2nd Lt. Tiffany C. Pasker
Public Affairs Officer

Air Force Maintenance personnel are transitioning into a new wave of the future by utilizing an innovative electronic tool system that went live February 29, 2008. The Air Force-wide vision will provide all technical order users with up-to-date and accurate TOs. This means having access to real-time data by utilizing the Air Force Portal to access technical data that would otherwise be found in a paper manual.

"The main difference between the old TO system and the new system is that they had to check out books from the library or they could try to find the data on different websites. Now everything is in one area," said Staff Sgt. Melissa Martin, TO Distribution Manager.

The 180th will be utilizing desktop and laptop computers to access the Air Force Standard TO Management System that will automatically update the TOs. This new system will also provide Maintainers with a means to accomplish ancillary training which in the past has posed a hardship due to lack of access to computers.

Staff Sgt. Martin has taken the reigns with this new integration, making the 180th FW the first guard unit to have all digital TOs and the first F-16 unit Major Command-wide to receive E-tools. She was selected to test out the new E-tools system while at training. Since then, she has been responsible for all aspects of the program. On June 23rd, she brought in E-tools specialist from Eglin AFB to train on the Enhanced Technical Information Management System and E-tools. She will also be responsible for maintaining the digital TOs not

in found in ETIMS.

"I am excited about E-tools," said Martin. "It has helped the TO Distribution Accounts because they don't have to update tech data and QA will be easier because you're gonna know that tech data is updated."

By January 2009, E-tools will be up and running with the addition of extra laptops from Air Combat Command. The 180th will have approximately 90 E-Tools for Maintenance and F-16 tech data will be in ETIMS. By 2012, it is expected that all TOs will be integrated into ETIMS.

"So far they have been distributing extra E-tools to Maintenance only, however all organizations using TO's, depending on their deployment needs, will eventually require them. E-tools are used to provide access to digital TOs and other electronically formatted processes (MIS, FEDLOG, etc...) at the point of maintenance, and used in conjunction with ETIMS. E-tools will reduce or eliminate need for and reliance on paper TOs," said Master Sgt. Jodi Marsden T.O. Systems Functional Manager.

The 180th Fighter Wing is on the fast track of improving methods which we use to conduct business. It is the Air Force mission to "deliver sovereign options for the defense of the United States of America and its global interests — to fly and fight in air, space, and cyberspace." In the ever evolving world of technology and cyberspace, we are making great strides by setting milestones and providing equipment for technological advancement. Not only are we the first to obtain E-tools, but we are moving fast and efficiently into the future.

Connectronics: Connecting the 180th and the community

By 2nd Lt. Tiffany Pasker
Public Affairs Officer

On August 21, 2008 the employees of Connectronics Corp. had the pleasure of touring the 180th Fighter Wing. Connectronics Corp., a local engineering firm, was founded in 1988 to design and manufacture specialized connectors and interconnection systems for a variety of industries. Connectronics designs the low and high-voltage power connectors for the joint helmet-mounted cueing system helmet. This was an opportunity for members of the community to see how their hard work supports the mission of the 180th FW and Air Force as a whole.

"Your company has an integral part in new equipment," said Lt. Col. Michael Timbrook, Chief of Stand/ Eval during the welcome briefing.

Representatives from Purchasing, Sales, Senior Management, Machine Shop, Assembly, Molding, Inspection and the Design Engineering departments were present for the enlightening tour which comprised of a briefing on the history of the 180th FW and tours of Life Support and the Hangar.

"A lot of people that have done the work have never seen these. I really wanted to them to see the application. This is a wonderful event for us," said Lex Potter, General Manager for Connectronics Corp.

"I make the connectors that transfer to the helmet and have built the lower harness cable," said Patrick Gabrik, design engineer for Connectronics. "It is pretty cool to see it actually on the aircraft and know that pilots are happy with the equipment."

The 180th Fighter Wing has always been vital part of the community. It is important that we continue to extend ourselves to the community as we strive to be ambassadors for the Air Force. On this day, we have proven yet again that the 180th Fighter Wing is one of the best in the Air Force and an asset to the community.



Photo by Tech. Sgt. Scott T. Sturkol

It's a small world after all

Chaplain Major Harold B. Owens, left, from the 180th Fighter Wing, and Chaplain Major Thomas B. Porter, right, U.S. Air Force Expeditionary Center, stop for a photo during training in the Advanced Contingency Skills Course April 15 at Fort Dix, New Jersey. Both chaplains are graduates of Birmingham Southern College and chaplains in the Air Force. They reunited unexpectedly during ACST while Chaplain Porter was teaching a class.

Promotions

Senior Master Sgt.

Kirk M. Schaffner

Master Sgt.

David W. Hughes

Christine M. Martin

Paul J. Perlaky

Joseph W. Simkanin, Jr.

Staff Sgt.

Timothy M. Ford

Brian M. Henry

Zackery A. King

Ted J. Ogdahl

Thomas E. Dooley

Senior Airman

Colin A. Cummings

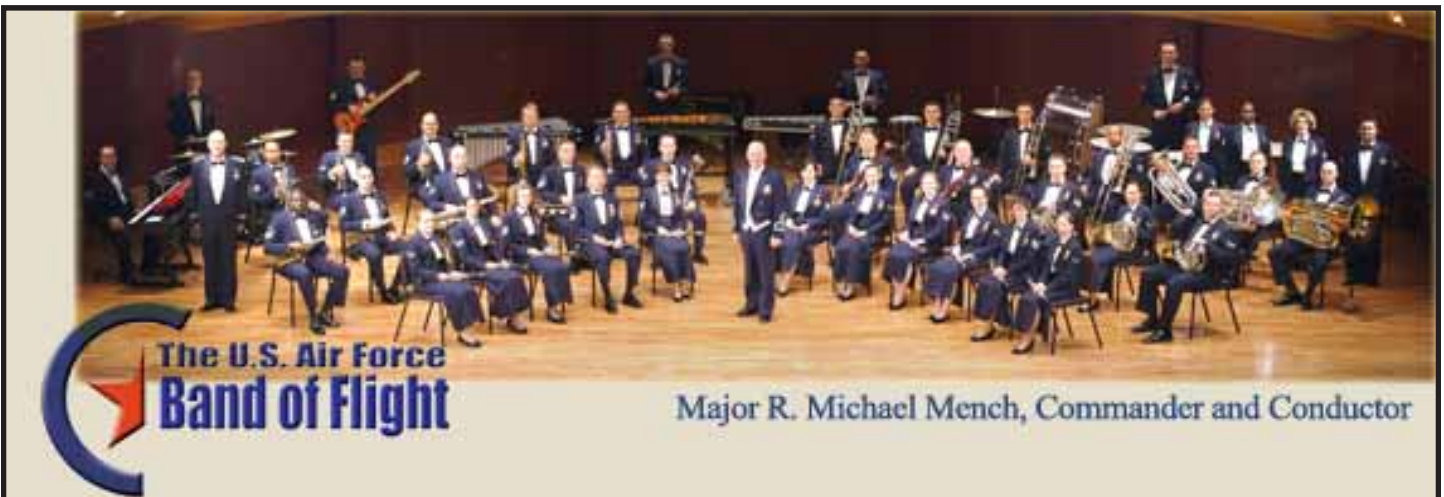
Jamal O. Guilliod

Deploying? Prepare to cast your absentee ballot



Ohio law allows any qualified Ohio voter to request and vote an absentee ballot. Absentee voting begins 35 days before the general election. If you are going to be deployed on Election Day, November 4, 2008, and wish to cast an absentee ballot, please visit the Ohio Secretary of State's website: www.sos.state.oh.us/SOS/elections/voterinformation/absentee.aspx to obtain detailed instructions on how to obtain and cast an absentee ballot.

If you are not a citizen of Ohio, visit the Secretary of State's website in your respective state. Additional information can be found on the Air National Guard page on the Air Force Portal. You can also obtain the proper forms on the Family Programs page on the 180th FW public website.



Major R. Michael Mench, Commander and Conductor

Senior Master Sgt. Lee A. Burgy, 180th Fighter Wing Human Resources Advisor, is the point of contact to distribute the U.S. Air Force Band of Flight concert tickets to 180th FW members and their families by the local sponsor.

The concert is scheduled for Sunday, October 12 at 3:30 p.m. at the Stranahan Theatre. Free tickets are available on a first come, first served basis. To reserve your tickets, please email your request to lee.burgy@ohtole.af.mil.



Family Programs Office
 Judy York, Wing Family Program Coordinator
 Judy.york@ohtole.af.mil
 419-868-4550 or toll-free, 1-800-495-4250 ext 4550
 Cell 419-356-5841
 Available 24/7 for Information and Referral & Emergency Assistance

Shop and/or work the mobile commissary

The commissary is coming to the 180th FW September 27-28 in the Baker Building. Shopping hours are Saturday from 10 a.m. to 7 p.m. and Sunday from 10 a.m. to 5 p.m.

The commissary is looking to hire 3 military family members for this event to do the following:

Greet Customers.

Assist with carrying groceries to cars.

Gather shopping carts, ensure carts are available.

Provide information as to location of products.

Assist in cleaning up spills and trash.

Straighten and stack cases of merchandise.

The dates to work will be September 26th (10 a.m. to 6 p.m.), 27th (9:30 a.m. to 7:30 p.m.) and 28th (9:30 a.m. to 6 p.m.) and the salary will be \$9.24 per hour.

If you have a family member interested in applying, please submit a resume* and all pertinent documents to CLresumes@deca.mil by **September 15, 2008**. Students must submit both resume and verification of current school enrollment such as transcripts or letter from guidance counselor.

*Resume **must state Toledo** as the duty location and include personal information (telephone number and email address if available), work history and education.

For additional information, please contact the Family Readiness Office at **419-868-4550** or **Judy York** for more information.

Discount offered at Splash Bay



Holiday Inn Splash Bay in Maumee is offering a discount to all 180th personnel and their families. A one-night stay with four tickets is only \$78 plus tax! To make a reservation with this rate, please contact the resort at 419-482-7777, tell them you are with the 180th FW and would like the \$78 special rate. Be sure to bring your military ID with you when you arrive on your reserved date. This discount is being offered for an indefinite time period until further notice so make your reservations now!

If you would like to partake in the waterpark activities but not spend the night at the resort, day passes are being offered at 50% off.

If you have any questions please contact Judy York at ext. 4550 or the resort directly at the number listed above or at <http://splashbayresort.com/>

Sam's Club membership

Renewals and new memberships will be available at \$30 during the open enrollment period of Sept. 6 to Oct. 15. Representatives from Sam's Club will be at the 180th during Sept. UTA to accept your memberships or they can be turned into the Family Programs office starting Sept. 8 through Oct. 15. This is the **ONLY** period of time that 180th memberships can be purchased or renewed.

Times memberships can be purchased: Sat. 9-6-08 8:00am-2:00pm by the Medical Clinic

Sun. 9-7-08 11:00am-1:00pm in the Dining Hall

By agreeing to participate in the Sam's Club Group Membership Program, the 180th Fighter Wing Ohio ANG Family Programs is able to extend a group rate of \$30* for a Sam's Club Advantage Membership. This price is valid for a minimum of 50 memberships; combination of new memberships and renewals. **This is the ONLY period of time that 180th memberships can be purchased or renewed.**

Operation: New Air Force Travel Card Issued by Citi©

The new Government Travel Charge Card (GTCC), issued by Citi, is on the way. All government cardholders will receive their new cards during the Aug 13 thru Sep19th timeframe (plus mailing time). Initial distribution will begin with cardholders at OCONUS bases and migrate from the west to the east coast (see schedule below).

Your new travel card will be mailed to your mailing address on file with Bank of America, so please ensure that information is current. Any mail sent to an incorrect address will be returned to Citibank. Notify your local Agency Program Coordinator if you have not received your new card by October 1, 2008. Remember – the new card will not be active for use until November 30th so you'll still need your Bank of America GTC until that date.

What to do upon receipt of your new card: Please verify receipt immediately upon receiving your card. This can be accomplished either by phone or on-line. The necessary information will be on a sticker that is affixed to your card. The receipt verification process allows tracking of cards to ensure all cardholders receive their new GTC prior to Nov 30.

For more information: Your primary contact for transition information is your local APC. Cardholders can also obtain additional GTC information on the Air Force Portal (<https://www.my.af.mil>), www.defensetravel.dod.mil or www.gsa.gov/smartpay.

Card Mailing Schedule by Wave

Wave	Cardholders w/addresses within:	Mail date	Plus Est. mail time
OCONUS and select Western US states	OCONUS, US territories and US states: AK, HI, CA, OR, WA, ID, NV, AZ, UT, CO, NM	Aug. 13-25	OCONUS - 15 days CONUS - 5 days
CBAs	Centrally billed accounts	Aug. 22	OCONUS - 7-10 days CONUS - 5 days
CONUS Wave 1	US states: MT, WY, ND, SD, NE, KS, OK, TX, MN, IA, MO, AR, WI, MI	Aug. 22 - Sept. 2	5 days after shipment
CONUS Wave 2	US states: KY, WV, TN, NC, SC, GA, AL, MS, LA	Aug. 29-Sept. 9	5 days after shipment
CONUS Wave 3	US states: WDC, ME, NH, VT, MA, RI, CT, NY, NJ, DE, MD, PA, OH, IN, IL	Sept. 8-16	5 days after shipment
CONUS Wave 4	US states: VA and FL	Sept. 15	5 days after shipment

180th Fighter Wing Vacancies

Please see the Air Force Portal for vacancies, <https://www.my.af.mil>

Chipotle



Special thanks to Master Sgt. George Plasencio, 180th Recruiter, for coordinating with Chipotle to offer a free burrito and drink for all current servicemembers Saturday, Sept. 6. The free meal was honored throughout the day, as many local military members took advantage of the offer. Thanks again from the 180th!

Let's see what's buzzin'...



Photo by Senior Airman Jodi Joice, Public Affairs

Staff Sergeant John Gill removes a Bomb Destruction Unit (BDU-33) from the transportation trailer for loading on a F-16 June 7, 2008 at the 180th FW.



Photo by Senior Airman Jodi Joice, Public Affairs

Tech. Sgt. Patrick Hallett and Senior Airman Kelly O'Brien of the 180th Fighter Wing AMMO section are completing the run portion of the annual physical fitness test on September 6, 2008.



Photo by Senior Airman Jodi Joice, Public Affairs

Airman 1st Class Alex Miller of the 180th Fighter Wing Student Flight in Swanton, Ohio strengthens his core muscles as he demonstrates flutter kicks for the new Airman.



Photo by Senior Airman Jodi Joice, Public Affairs

F-16s flank the new 180th ASA hangars.

Together We Serve



**180th Fighter Wing Dining Out
on March 21, 2009**

at The Holiday Inn French Quarter in Perrysburg.

Families are encouraged to bring their children and stay the night. Baby-sitting services will be provided during the meal and ceremony.

**Tickets are on sale to unit members from
September to January 2009.**

**Retirees and other special guests may purchase
tickets in January 2009.**

Ticket Contacts:

MG - CMSgt Boyer FW/OG-SSgt Rohrs

MSG - MSgt Rodriquez and MSgt Madison

MDG - SrA Wonderly

SSgt and Below - \$25

TSgt - SMSgt and Lt - Capt - \$35

CMSgt and Majors and Above - \$50

The Stinger

The Stinger, a funded Air Force newspaper, is an authorized publication for the personnel of the 180th Fighter Wing, Ohio Air National Guard, 2660 S. Eber Road, Swanton, Ohio 43558. Contents of The Stinger are not necessarily the official view of, or endorsed by, the U.S. Government, the Department of Defense, the Department of the Air Force, the National Guard Bureau, or the Adjutant General of Ohio. The editorial content is edited, prepared and provided by the 180th Public Affairs Office.

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Deadline for the next Stinger is the Saturday of the UTA @ 4 p.m. Hand deliver articles to the Public Affairs Office in Building 114 or e-mail:

180.stinger@ohtole.ang.af.mil.
For more information call ext. 4014 during the UTA.

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The Stinger

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To the family of...

Lodging program makes changes for fiscal year 2009

Effective October 1, 2008 the lodging program will be significantly altered to make the program better for you, the guardsman.

The lodging program radius will be modified to the following: members traveling over 90 miles will be eligible for two nights of lodging per drill period. This means that only individuals who travel 90+ miles will be authorized a hotel room. All who are authorized to receive a hotel room will receive the room for two nights. Everyone, regardless of rank, will continue to be doubled up in the hotel rooms. Each member who chooses to use lodging must sign a letter of understanding which simply explains the rules and regulations that a member must agree with to be authorized lodging.

The Services Flight continues to strive for excellent customer service. We appreciate your cooperation during this transition and if you have any questions please contact Master Sgt. Lohman, ext. 4159 or Staff Sgt. Haas, ext. 4447.

Upcoming Event

**2008 OEF/OIF SEND-OFF
OCTOBER 5
HANGAR FLOOR
3 P.M.
DEPLOYING MEMBERS
PLEASE INVITE FAMILY!**

**FOOD WILL BE PROVIDED AFTER THE
EVENT BY FAMILY SUPPORT.**